



NEWS TO USE for EMPLOYERS

APRIL 2026



APRIL IS FINANCIAL LITERACY MONTH: BUILD A STRONG FINANCIAL FUTURE WITH PERSI

According to the U.S. Government, April is Financial Literacy Month -- a great time to focus on the habits and decisions that shape your financial future. Let your employees know that as an active PERSI Defined Benefit (DB) member, they already have a strong foundation: a pension designed to provide lifetime income.

Ask them to take a moment this month to [log into their myPERSI](#) account and review their service credit, beneficiary designations, and estimated retirement benefit. Keeping their information up to date today helps them plan with confidence for tomorrow.

Strong financial habits also play a key role in long-term success. Revisiting their budget, tracking their spending, and building an emergency fund can help out in case of unexpected expenses. These simple steps create stability and help your employees stay on track if costs arise.

Remind your employees that their PERSI pension is designed to cover a portion of their retirement income. The PERSI Choice 401(k) Plan can help fill the gap, giving them added flexibility for goals like travel, hobbies, and healthcare. Reducing high-interest debt can also free up more of their income for saving and investing.

Financial progress doesn't require big changes overnight. Start small, review their account, set a financial goal for the next 6–12 months, and take consistent steps forward.

With their PERSI pension as a foundation and a commitment to smart financial habits, they are well positioned for a secure and successful future. [Register for PERSI workshops](#) to continue building knowledge and confidence.



IMPORTANT UPDATE REGARDING RETURN-TO-WORK PROVISIONS

The 2026 legislative session has been busy. Two (2) bills have passed and been signed by the Governor. Each of these amendments will become effective July 1, 2026.

Senate Bill 1261 amends Idaho Code Section 59-1356(3) by expanding the provision to include individuals who are appointed to an elected office, allowing them to continue receiving their PERSI retirement benefit under the same conditions, as if they were elected to the office.

Senate Bill 1276 amends Idaho Code Section 59-1356(5) by removing the sunset provision that restricts retired employees from returning to work.

This means that retirees currently working under this provision may continue in their roles without interruption, and no action is required from them at this time.

PERSI will be sending letters directly to affected retirees confirming this update.

Additionally, the bill expands eligibility to include individuals who retired prior to January 1, 2026.

If you have questions, call the PERSI Answer Center at 1-800-451-8228 or at 208-334-3365.



FUTURE CONTRIBUTION RATES FOR EMPLOYEES AND EMPLOYERS

The Board will discuss future contribution rate increases for class one, two, and three employers and employees at the May Board meeting. As of this newsletter, fiscal year 2028 (beginning July 1, 2027) rates are as follows:

FISCAL YEAR 2028					
CLASS ONE – GENERAL		CLASS TWO – PUBLIC SAFETY		CLASS THREE – SCHOOL	
Employer	Employee	Employer	Employee	Employer	Employee
13.53%	8.11%	15.44%	11.40%	15.04%	9.02%

The Board will review different rate scenarios and hear from PERSI's actuaries before deciding if they will take any action or leave proposed rates in place. More information about their decision will be discussed in future newsletters.



REMINDER: SCHOOL SICK LEAVE CONTRIBUTION HOLIDAY EXTENDED TO 2028

At the February meeting, the Board examined the contribution rate holiday for the school sick leave plan. The contribution rate holiday was to expire June 30, 2026. However, due to its overfunded status, the Board voted unanimously to extend the contribution rate holiday to June 30, 2028.

If you have questions and/or concerns, please call the PERSI Employer Service Center at 1-866-887-9525 or (208) 287-9525.



PERSI NEW MEMBER ORIENTATION

PERSI is committed to helping employers like you in both attracting and retaining talent by leveraging PERSI's benefits. Through multiple surveys with members and employers we have asked for your thoughts and we have listened! One consistent

takeaway from employers has been a desire for more tools and resources to easily and effectively offer PERSI benefits.

As a result, we have designed a new orientation experience called **“Welcome to PERSI”**, available to all PERSI members, and designed to excite your newer employees.

The advantages of PERSI membership begin on day one, and we recognized that it is YOU, the employer who makes PERSI benefits available for your staff. Part of this orientation is dedicated to making new hires aware of the employer's commitment and investment in them.

We also know employers like you want staff to know about their PERSI Base/Choice Plan and membership as early in their career as possible. In this new orientation, we highlight the features, advantages, and benefits of their membership and introduce them to the resources and tools we have available to them immediately.

“Welcome to PERSI” is a virtual workshop, conducted regularly – twice every Tuesday at 10AM and 2PM Mountain Time (MT), and it usually lasts about 20 minutes.

Please encourage any new (and even existing) employees you think could benefit to sign up for the virtual **“Welcome to PERSI”**. Here is a [link to the registration page](#) on PERSI's website.

New Hire Webinars for the PERSI Choice 401(k) Plan: Empower, the PERSI Choice 401(k) Plan recordkeeper, will be conducting several webinars in the month of April for new hires to PERSI. Please share these webinar dates and details with your new employees.

New Hires: Saving through your PERSI Choice 401(k) Plan is one of the simplest ways to pursue the future you imagine. Sign up for this webinar and learn more about the benefits of enrolling.

Upcoming Choice Plan Webinars for New Hires:

- Wednesday, April 8, 2026 @ 12:30 pm (MT) Register [Here](#)
- Wednesday, April 8, 2026 @ 4:30 pm (MT) Register [Here](#)

We are committed to providing you with the tools and resources employers like you need to easily and effectively offer PERSI benefits and we value your assistance in this partnership.